



April 27–28, 2004
University of California, Berkeley

Second Annual
Symposium on
Fairness & Equity Issues
in Child Welfare Training

Sponsored by
the California Social Work Education Center (CalSWEC)
in conjunction with the Regional Training Academies
and the California Department of Social Services

Tuesday, April 27

9:00–10:00 a.m.—Breakfast and Registration

Morning Session

10:00–10:10 a.m.

Welcome and Introductions

Barrett Johnson, Regional Training Academy Coordinator, California Social Work Education Center (CalSWEC), University of California, Berkeley

10:10–10:30 a.m.

Ethnicity and the Path Through California’s Child Welfare System

Barbara Needell, M.S.W., Ph.D., Center for Social Services Research, University of California, Berkeley

10:30–11:45 a.m.

Keynote Address

Keep It On the Front Burner: Ethnic and Cultural Issues in Child Welfare

Joyce N. Thomas, RN, M.P.H., PNP, President, Co-Founder, and CEO, Center for Child Protection and Family Support, Inc., Washington, D.C.; Founder and Director, People of Color Leadership Institute, Washington, D.C.

*For additional reference materials,
please visit our adjacent “Resource Room”*

11:45 a.m.–12:30 p.m.—Lunch

Afternoon Session
Theme: Assessment

12:30–1:30 p.m.

How to Measure and Impact Outcomes

David Foster, LCSW; Pamela Marques, Ph.D., LCSW; and Shradha Tibrewal, M.S.W., Ph.D., Central California Child Welfare Training Academy at California State University, Fresno

1:30–2:30 p.m.

Practice What You Preach—Southern Academy Cultural Competency Assessment and Response

Donna Pence and Latifu Munirah, Ph.D., LISW, Public Child Welfare Training Academy—Southern Region at San Diego State University

2:30–2:45 p.m.—Break

2:45–3:45 p.m.

Developing Cultural Competence Through Training, Assessment, Analysis, and Implementation

Dennis Bozanich, M.B.A.; Lisa Molinar, B.A.; Judith Lefler, BSN; Cyndia Cole, M.S., MFT; and Joycelyn M. Crumpton, M.S.W., Bay Area Academy at San Francisco State University

Tuesday *(cont'd)*

3:45–4:00 p.m.

Closing of Tuesday's session

4:00–5:00 p.m.—Reception

Hors d'oeuvres and cash bar.

Wednesday, April 28

8:00–9:00 a.m.—Breakfast

Morning Session

Theme: Trainer Development/Staff Development

9:00–9:05 a.m.

Getting Started: Overview of Yesterday

9:05–10:30 a.m.

Addressing Issues of Fairness and Equity in Training

Susan Brooks, M.S.W.; Rita Cameron-Wedding, Ph.D.; and Teresita Castro-McGee, Ph.D., Northern California Children & Family Services Training Academy at University of California, Davis Extension

10:30–10:45 a.m.—Break

*For additional reference materials,
please visit our adjacent "Resource Room"*

10:45 a.m.–12:15 p.m.

Developing Skills to Process Emotion-Laden Fairness and Equity Issues

Margaret Jackson, M.S.W., and Wanda K. McIntosh, LCSW, Central California Child Welfare Training Academy at California State University, Fresno

12:15–1:15 p.m.—Lunch

Afternoon Session

Theme: Trainer Development/Staff Development

1:15–2:15 p.m.

Regional Team Breakout Meetings

All Regional Training Academies and CalSWEC

- Heyns Room: Central, Los Angeles and Southern Regions, Resource Center for Family-Focused Practice, and CalSWEC
- “E” Room: Northern Region
- Louderback Room: Bay Area Region

2:15–2:40 p.m.

Regional Teams Report Out

All Regional Training Academies and CalSWEC—participants reconvene in the Heyns Room

2:40–3:00 p.m.

Wrap Up and Next Steps

The Keynote Speaker

Joyce N. Thomas is a national and international expert and pioneer in the fields of child abuse and neglect, domestic violence, and sexual victimization of children. For nearly three decades, she has devoted her energies to issues regarding cultural competency, ethnic minority and racial concerns.

Ms. Thomas has implemented over 40 major projects serving more than 3,500 high-risk children and families in the District of Columbia. She has served as a consultant and trainer for practice issues, research and policy development for city, state, national, and non-profit agencies. She has published multiple articles in scholarly and professional journals and has participated in numerous national and international policy forums. Ms. Thomas has been invited to inform Congress, the President, the Attorney General, and the Surgeon General about her vision for policy formulation in matters regarding domestic violence and child maltreatment.

Ms. Thomas is the recipient of many distinguished awards and has appeared as a subject matter expert on National Public Radio, FOX Morning News, "Good Morning America," "The Today Show," and CNN, and was interviewed by *Ebony Magazine*, *Time Magazine* and *Newsweek*. Ms. Thomas has served on the faculty of Trinity College in the District of Columbia and lectures regularly at the University of Maryland, Johns Hopkins University, and Howard University.

Ms. Thomas is a registered nurse with a graduate degree in Public Health from UC Berkeley, certification as a pediatric nurse practitioner from Temple University School of Medicine, and a Bachelor of Science degree from the College of Holy Names in Oakland, California.

Ms. Thomas is a member of the Steering Committee of the African American Institute on Domestic Violence and a board member of the Delta Research and Education Foundation and the Center for Research on African American Women. In 1987, Ms. Thomas founded the Center for Child Protection and Family Support, Inc. in Washington, D.C., and currently serves as its President and CEO. The Center offers culturally-attuned programs and direct services to children and families (often at no cost), and also provides professional training on various child welfare issues. Additionally, Ms. Thomas is the Director of the People of Color Leadership Institute, a national child welfare network that provides training and technical assistance on issues of cultural competency.

Speakers and Presenters

Dennis Bozanich is a Staff Development Supervisor with Contra Costa County, where he supervises the training staff for the Employment and Human Services Department.

Susan Brooks is the Director of the Northern California Children & Family Services Training Academy at The Center for Human Services at the University of California, Davis Extension.

Rita Cameron-Wedding is the Coordinator of Women's Studies and an Associate Professor in Women's and Ethnic Studies at California State University, Sacramento.

Teresita Castro-McGee is a recipient of the Outstanding Service Award for Teaching at the University of California, Davis Extension, where she is an instructor.

Cyndia Cole is a Training Coordinator for the Bay Area Academy, serving the counties of Contra Costa, Marin, Napa, Solano and Sonoma.

Joycelyn M. Crumpton is the Title IV-E Project Coordinator and a Field Faculty member with the Department of Social Welfare, School of Public Policy and Social Research, University of California, Los Angeles.

David Foster is the Director of the Central California Child Welfare Training Academy at California State University, Fresno, where he also teaches.

Margaret Jackson is the Southern Regional Training Coordinator with the Child Welfare Training Academy, California State University, Fresno.

Barrett Johnson is the Regional Training Academy Coordinator, California Social Work Education Center (CalSWEC), School of Social Welfare, University of California, Berkeley.

Judith Lefler is the Assistant Director for the Northern Region of the Bay Area Academy, and a certified Legal Nurse Consultant.

Pamela Marques is a teacher in the Master of Social Work Program at California State University, Stanislaus.

Wanda K. McIntosh serves as an Assistant Coordinator/Professor/Field Liaison with the Title IV-E Child Welfare Program, Department of Social Work Education at California State University, Fresno.

Lisa Molinar is a Staff Development Specialist with Contra Costa County, where she coordinates the training program for new child welfare workers and supervisors.

Latifu Munirah is a Trainer and Curriculum Specialist with the Public Child Welfare Training Academy in San Diego.

Barbara Needell is a Research Specialist at the Center for Social Services Research at the University of California, Berkeley.

Donna Pence is the Training Operations Coordinator for the Southern Region Public Child Welfare Training Academy and a consultant regarding specific case investigations and training for law enforcement and child welfare investigators.

Joyce N. Thomas is President, Co-Founder, and CEO of the Center for Child Protection and Family Support, and Founder and Director of the People of Color Leadership Institute, both in Washington, D.C. (*See the "Keynote Speaker."*)

Shradha Tibrewal is Assistant Professor in the Master of Social Work Program at California State University, Stanislaus

Sponsors

The *California Social Work Education Center (CalSWEC)* is a partnership between the state's schools of social work, public human service agencies, and other related professional organizations that facilitate the integration of education and practice to assure effective, culturally competent service delivery and leadership to the people of California. CalSWEC is the nation's largest coalition of social work educators and practitioners.

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CalSWEC extends its gratitude to the members of the Fairness & Equity Steering Committee who made this event possible:

Evelyn Aguilar	Joycelyn M. Crumpton
Susan Brooks	Mark Miller
Soledad Caldera-Gammage	Latifu Munirah
Margaret Jackson	Donna Pence
Cyndia Cole	Helene Sullivan
Peter Maspaitella	